

University of Northern Colorado
College of Osteopathic Medicine

Policy: Faculty Performance Evaluation & Remediation

Responsible Party: Dean, College of Osteopathic Medicine

COCA Standard: 7.8-1e

Review Frequency: Annually or as needed

Performance evaluations and remediation for UNC COM faculty will be conducted in accordance with the University of Northern Colorado Board Policy 2-3-801 Faculty Evaluation. Promotion and tenure decisions will align with Board Policy 2-3-901 Promotion and Tenure Guidelines.

UNC Relevant policies:

- Board Policy 2-3-801 Faculty Evaluation
https://www.unco.edu/trustees/pdf/bpm_pdfs/BPM-2-3-8-Faculty-Evaluation.pdf
- Board Policy 2-3-901 Promotion and Tenure Guidelines
https://www.unco.edu/trustees/pdf/bpm_pdfs/BPM-2-3-9-Promotion-and-Tenure-Guidelines.pdf

A. Performance Evaluation Procedure:

- **Annual Review:** Faculty will undergo annual performance evaluations to assess teaching, research, clinical contributions, and service.
- **Evaluation Criteria:** Evaluations will include feedback from department chairs, peers, and students, focusing on teaching effectiveness, scholarly activity, and community service.
- **Written Feedback:** Faculty will receive documented evaluations highlighting strengths, areas for improvement, and actionable recommendations.

B. Remediation Process:

- **Development of Plan:** Faculty identified with performance deficiencies will collaborate with their department chair to develop a remediation plan.
- **Plan Components:** The plan will outline specific goals, resources, and timelines for improvement.
- **Progress Monitoring:** Periodic reviews will be conducted to track progress, with continued deficiencies subject to further action under university policies.

C. Promotion and Tenure:

Decisions will be based on sustained excellence in teaching, research, and service. Faculty are encouraged to familiarize themselves with promotion and tenure criteria as outlined in Board Policy 2-3-901.